

## Overview of the Project

The Indiana Adult Education Teacher Competencies are being developed to support a statewide standards-based education movement. The competencies are intended to:

- Professionalize the field of Adult Education instruction
- Create a common language to facilitate communication regarding teacher responsibilities and growth
- Inform the development of a comprehensive professional development system that embraces a teacher development continuum
- Recognize the most critical aspects of quality adult instruction

Initial research into teacher competencies led to an exhaustive review of both K-12 and Adult Education teaching standards. Efforts were then focused on the Adult Education Teacher Standards for two states: North Carolina and Ohio. These two systems most closely matched Indiana's vision for an adult education teacher growth continuum and provided excellent models for initial analysis. To determine alignment, these two systems were cross-walked to the Adult Education Teacher Handbook and to Indiana's K-12 Teaching Evaluation Tool, RISE. After this initial research a framework of competencies and benchmarks was designed to meet the needs of Indiana adult educators.

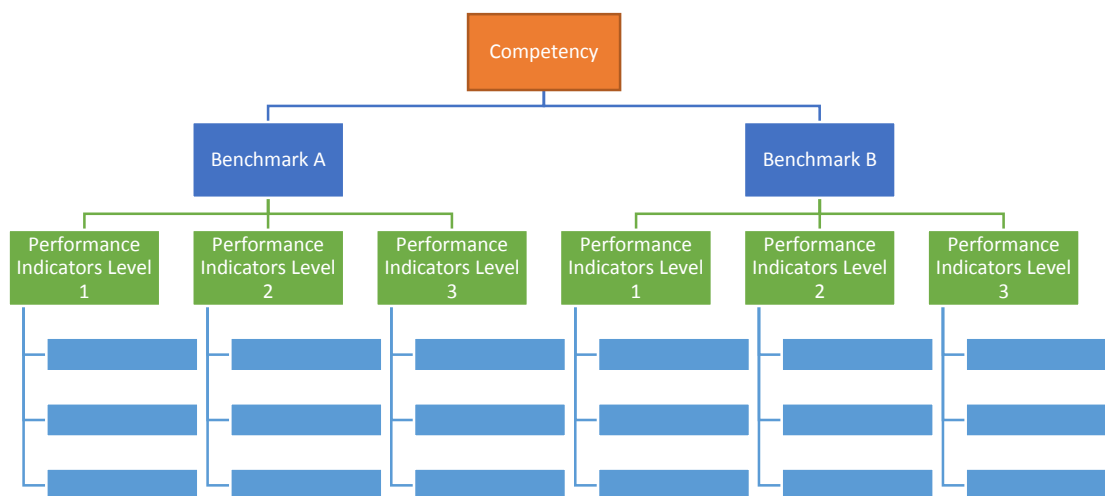
## Proposed Framework

The following structure for Indiana Teacher competencies was decided upon:

**Competencies:** These are the broad overarching goals and themes that serve as the framework for what instructors should know and be able to do.

**Benchmarks:** These are a series of statements which provide clarity to the competencies and describe the specific knowledge, skills, behaviors, and practices related to each competency.

**Leveled Performance Indicators:** Broken into three levels, the performance indicators show behaviors and actions teachers perform to demonstrate their proficiency of a benchmark. The levels show a progression of increasingly complex skills and knowledge which corresponds with progression to higher levels of Webb's Depth of Knowledge, laying a clear pathway for new and experienced teachers to move from basic recall and application to strategic and extended thinking.



### **Next Steps**

To ensure the competencies are relevant and meaningful to Indiana Adult Educators, EDSI will solicit guidance and feedback from the field in the following ways:

- EDSI is partnering with an Indiana Adult Education teacher to refine the current competencies and benchmarks and to begin development of performance indicators.
  - Refinement will begin in August of 2014
  - Performance indicators will be established and vetted to the field in the fall of 2014
  - Public feedback periods will be ongoing until the completion of the project.
  - Evaluation tools, supporting documents, and the final version of competencies will be published in fall of 2015
- A workgroup of experienced adult educators is being formed to provide guidance and support during the development of the performance indicators and the roll out of level one “new teacher” induction training.
- Formal public comment periods will take place in July and then again in the fall once performance indicators are drafted.
- EDSI will align professional development to the competencies to create a system that supports teacher growth.
  - New teacher induction training aligned to the competencies will operationalize in the fall of 2015
  - Existing professional development offerings will be reviewed against the competencies in PY2015.
- Competencies for administrators and support staff will be developed to fill out the standards based education system.

### **Where to Access the Competencies**

The [IN AE Teacher Competencies](#) page on AmplifyAE is where you can access the most recent version of the competencies and keep up-to-date on project developments. We highly encourage everyone to download the draft version of the competencies and spend time critically reviewing them. You can submit feedback on this first draft electronically via SurveyMonkey. All feedback is anonymous, and will be critical to developing competencies that best reflect the work done by our teachers. Please take a moment and visit the following link to share your thoughts on the first draft and the direction we need to go with future revisions:

<https://www.surveymonkey.com/s/INTeacherCompetenciesReview> . The first draft survey will close at 5:00 pm (EDT) on August 1, 2014.